

Employer Based Wellness Program

The employer based wellness program allows participating employers to receive a 1% health insurance premium discount for promoting wellness initiatives for their employees at their worksite. The program is given its authority in [NDCC 54-52.1-14](#). Our goals for the program are to:

- have 100% of our employers supporting a wellness message at their worksite
- have our members get a greater understanding of wellness
- create a better quality of life for our membership

Employers that participate in the NDPERS Group Health Insurance Plan have the opportunity to enroll in the employer based wellness program on an annual basis. The wellness plan year is from July 1 to June 30. Employers electing to enroll in the program must:

- Submit the [Commitment Agreement SFN 58643](#)
- Appoint a Wellness Coordinator
- Wellness Coordinator attend or view annual [Wellness Forum](#)
- Distribute communication materials to employer's employees on a monthly basis and promote the PERS Tobacco Cessation Program (state agencies only)
- Develop & submit Wellness Program annually through the [Employer Based Wellness Discount Application & Wellness Benefit Funding Program Applications](#)
- Implement Wellness Program during plan year
- Report at plan year-end the results of wellness activities using [Wellness Program Year-End Program/Activity Confirmation SFN 58437](#)

For an employer's wellness program to be approved for the 1% premium discount, a point system has been developed. An employer must obtain 5 points to qualify. The 5 points are obtained based on the types of activities being promoted as follows:

1 point (mandatory) – submission of [Commitment Agreement SFN 58643](#), appointment of wellness coordinator and attendance at annual [forum](#)

Remaining Points are through Program Activities:

- One Day Program = 1 point
- Multi-Day Program = 2 points
- Comprehensive Wellness Plan = 4 points

Additional [resources](#) are available for employers to assist them in implementing a wellness program.